

## **Follow-up Information on the FY 2009 State Employment Update**

### **Introduction**

At the request of the Executive Appropriations Committee, the Legislative Fiscal Analyst in conjunction with the Governor's Office of Planning and Budget (GOPB), Department of Human Resource Management (DHRM) and Higher Education (HE) and Public Education (PE) officials gathered additional information on state government institutions employment. The Analyst prepared the following brief for the Legislature based on this information. Supporting tabular data (historical) is found in the Appendix.

### **Total Statewide Employees**

DHRM defines "Total Statewide Employees" as all employees in all branches of State Government (both full-time and part-time employees) excluding HE and PE school districts. DHRM has reported that there were 25,077 total statewide employees at the end of FY 2009. During FY 2009, the State had a net reduction in the total number of statewide employees of 744. Approximately 200 vacant positions were also eliminated. Therefore, there was an approximate total net reduction of 944 positions in FY 2009.

While approximately 1,848 employees left state employment in FY 2009, there were also approximately 904 positions that were filled. The difference between the 1,848 employee loss and the 904 positions filled resulted in the 944 total net reduction.

### **Public Education (State data)**

Included above for the Utah State Office of Education (USOE) is a reduction of 12 positions (full-time, part-time and temporary employees) in FY 2009. USOE had 350 positions at the end of FY 2009. The Utah Schools for the Deaf and Blind (USDB) reduced 10 positions (full-time, part-time and temporary employees) in FY 2009. USDB had 650 positions at the end of FY 2009. USOR added 8 positions (full-time, part-time and temporary employees) in FY 2009. USOR had 582 positions at the end of FY 2009. USOE reported that information about each of the school districts for FY 2009 will be available in December.

### **Higher Education**

HE reported no RIF equivalent position reductions during FYs 2005 through 2008. It did report 226 involuntary employment separations in FY 2009. HE averaged 908 resignations and retirements annually from FY 2005 through FY 2008 and reported 713 in FY 2009. Historical data is in Table 1 as requested.

### **Alternative Measures**

The Legislative Fiscal Analyst in conjunction with the Governor's Office of Planning and Budget and the Department of Human Resource Management is working on a mutually agreed upon set of alternative measures for personnel budgets and actual Full-Time Equivalent positions. The Analyst will report the results of this effort and the underlying methodology to the Legislature upon its completion.

## APPENDIX

**Table 1**

<b>Higher Ed RIF Equivalents, Resignations and Retirements</b>						
<b>Action Type</b>	<b>FY 2005</b>	<b>FY 2006</b>	<b>FY 2007</b>	<b>FY 2008</b>	<b>Average FY 2005-08</b>	<b>FY 2009</b>
<b>RIF Equiv.</b>	0	0	0	0	0	226
<b>Res. &amp; Retire.</b>	841	936	942	912	908	713

**Table 2**

<b>Executive Branch Terminations</b>										
<b>Action Type</b>	<b>Fiscal Year</b>									
	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
Abandonment Of Position	27	30	15	18	9	26	7	26	22	12
Dismissal - Sch A Severance	5	6	9	4	2	65	3	7	6	19
Dismissal For Cause	50	59	66	74	78	67	48	43	66	67
Dismissal For Cause During Probation	90	68	83	50	76	95	82	93	112	93
End of Time Limited Position	33	21	56	37	29	31	32	45	39	58
Failure to Maintain Skills	2	6	5	5	6	6	4	7	4	6
Reduction in Force	20	2	18	16	2	14	3	1	5	60
Termination During Probation W/O Cause	12	23	20	24	23	12	31	27	16	74
Military Service	1	2		2			7	2		1
Deceased	33	20	21	25	27	30	23	31	23	15
Expiration of LTD or Other Leave		1	1	2	10	40	65	55	46	26
Resignation	1,437	1,495	1,206	1,138	1,195	1,363	1,441	1,595	1,410	1,000
Retirement	432	273	335	370	329	403	675	315	369	417
<b>Grand Total</b>	<b>2,142</b>	<b>2,006</b>	<b>1,835</b>	<b>1,765</b>	<b>1,786</b>	<b>2,152</b>	<b>2,421</b>	<b>2,247</b>	<b>2,118</b>	<b>1,848</b>

This report includes only employees with benefits- (based on the employees' having a retirement plan).

Data as of the first week of July, additional terminations may have been entered into the system in the weeks after fiscal year end that may not show up on this report.